

Early learning and child care recruitment and retention: PEI'S 2024 director and staff surveys ^[1]

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AVAILABILITY

Access online ^[2]

Access online [PDF] ^[3]

Excerpt

Description

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This comprehensive report, funded by The PEI Department of Education and Early Years, provides valuable insights into the progress and demands within PEI's Early Learning and Child Care (ELCC) sector.

Why This Report Matters

This survey is the first five-year comparative workforce survey of its kind in Canada, gathering data from ELCC staff and directors in both 2019 and 2024. The findings highlight the impact of significant investments in our workforce by the ECDA and by our Provincial and Federal Governments, demonstrating how these efforts have strengthened the foundation of early learning and child care in PEI.

How This Survey Benefits the Sector

- **Informed Decision-Making:** ECDA will use this data to develop programs and projects for policies that support the ELCC workforce.
- **Sector-Wide Insights:** The survey provides valuable data on workforce trends, challenges, and successes that impact early learning and child care in PEI and across Canada.

Key Highlights from the Report

- **Job Satisfaction:** Director satisfaction increased by 19%, while staff satisfaction increased by 44%.
- **Diversity:** Representation among directors increased 5X, and staff diversity increased 4.5X.
- **Survey Response Rate:** 85% of sector directors and 40% of sector staff participated in the survey.
- **Thirst for Knowledge:** Over 90% of directors and staff expressed a strong desire to further their career development, provided the right supports such as funding and time to study are available.
- **Benefits from Wage Increases:** In 2019, 50% of individuals left the sector seeking better wages. In 2024, that number dropped to just 2%.
- **Recruitment Improvements:** 88% of directors believe that recruitment and retention in the sector has improved since 2019.

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Related link: PEI workforce strategy project ^[4]

Region: Prince Edward Island ^[5]

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